

# Benefit Summary

Effective January 1, 2008



BENEFIT	ELIGIBILITY
<b>HEALTH INSURANCE</b>  <b>Benefit:</b> BCBS North Dakota  <b>Contribution:</b> <u>Coverage Level</u> Employee Family  <u>Monthly Rates</u> Employer Paid Employer Paid	First day of the month following hiring date
<b>DENTAL INSURANCE</b>  <b>Benefit:</b> CIGNA Healthcare*  <b>Contribution:</b> <u>Coverage Level</u> Employee Employee & Spouse Employee & Child(ren) Family  <u>Monthly Rates</u> \$32.20 \$62.16 \$72.16 \$102.12  *The premium is eligible for pre-tax treatment through the IRC Section 125 FlexComp program.	First day of the month following hiring date.
<b>VISION INSURANCE</b>  <b>Benefit:</b> Ameritas Vision*  <b>Contribution:</b> <u>Coverage Level</u> Employee Employee & Spouse Employee & Child(ren) Family  <u>Monthly Rates</u> \$5.16 \$10.32 \$9.40 \$14.56  *The premium is eligible for pre-tax treatment through the IRC Section 125 FlexComp program.	First day of the month following hiring date.
<b>LIFE INSURANCE</b>  <b>Benefit:</b> Prudential Life*  Basic Life is \$1300 Employee Supplemental Life - elect in increments of \$5000 up to a maximum of \$200,000 Dependent Life - elect supplemental coverage, may purchase a \$2000 or \$5000 coverage level Spouse Supplemental Life - elect in increments of \$5000 up to 50% of the total of employee supplemental coverage AD&D and Living Benefit Options  <b>Contribution:</b> <u>Coverage Level</u> Employee Basic Life of \$1300 Employee Supplemental Life Dependent Life Spouse Supplemental Life  <u>Monthly Rates</u> Free Based on Employee Age Based on Employee Age Based on Employee Age  *Group Life Employee Supplemental Insurance Premium up to \$50,000 of coverage will automatically be pre-taxed.	First day of the month following hiring date.
<b>FLEXCOMP PLAN</b>  <b>Benefit:</b> Allows tax savings on the amount paid for eligible insurance premiums, medical expenses, and dependent care expenses.  <b>Premium Conversion</b> Allows for pre-tax treatment for certain payroll deduction premiums under various insurance programs. (Examples include dental, vision, and cancer insurance policies).  <b>Medical Spending Account</b> Pre-tax savings account Use for reimbursement of employee and dependent medical, dental, vision expenses beyond coverage in benefit plans. \$6000 maximum annual deferral ("use it or lose it")  <b>Dependent Care Reimbursement Account</b> Pre-tax savings account Use for reimbursement of dependent care expenses incurred to allow you to work. \$5000 maximum annual deferral ("use it or lose it") (\$2,500 maximum annual deferral if married but filing separate on your tax return)	First day of the month following hiring date.
<b>EMPLOYEE ASSISTANCE PROGRAM</b>  <b>Benefit:</b> Provides assistance in guidance and counseling to employees and their eligible dependents in cases of alcoholism, drug abuse and personal problems.  <b>Contribution:</b> Employer Paid	Automatically enrolled.

BENEFIT	ELIGIBILITY
RETIREMENT PLANS	Contributions begin with first paycheck.

<b>Benefit:</b>	<b>Defined Benefit Hybrid Plan</b> If vested, a guaranteed benefit at retirement, which is generally based on compensation, the benefit multiplier, and years of service.
	Vesting in Disability Benefit: 180 Days Vesting in Retirement Benefit: 36 Months
<b>Contribution:</b>	Employee Contribution: 4.00% of salary Employer Contribution: 4.12% of covered payroll
	Employer Paid Employer Paid

RETIREE HEALTH INSURANCE CREDIT	Contributions begin with first paycheck.
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<b>Benefit:</b>	If elect and receive retirement, an employee is eligible to receive a credit towards the health insurance premium for the state health plan equal to \$4.50 for each year of credited service.
<b>Contribution:</b>	1.00% of covered payroll Employer Paid

SUPPLEMENTAL RETIREMENT	Anytime
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<b>Benefit:</b>	<b>Deferred Compensation 457 Supplemental Retirement Plan</b> Allows pretax deductions from your salary with the intent to receive the deferred amount at a later date, such as retirement.
<b>Contribution:</b>	Minimum Contributions <u>Annually</u> \$300

For more information on the above benefits, please visit North Dakota Public Employees Retirement System (NDPERS) website:  
<http://www.state.nd.us/ndpers/>

SICK LEAVE	First day of employment - as accrued
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<b>Benefit:</b>	<b>Sick Leave</b> 8 hours per month or 12 days annually - accrued per pay period
	<b>Family Sick Leave</b> Up to 40 hours of an employee's accrued sick leave per calendar year may be used to care for the medical condition of an immediate family member (parent, spouse, or child).
<b>Contribution:</b>	Employer Paid

VACATION	First day of employment - as accrued
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<b>Benefit:</b>	Based on years of service - accrued per pay period		
	<u>Service/Years</u>	<u>Hours/Month</u>	<u>Days/Year</u>
	0-3	8	12
	4-7	10	15
	8-12	12	18
	13-18	14	21
	Over 18	16	24

HOLIDAYS	
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<b>Benefit:</b>	10 Holidays: New Year's Day, Martin Luther King Jr. Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Christmas Day.
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